

Librarians' Advocate

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO



UFL Files Charges

August 1983

UC RENEGES ON PAY ACCORD

The University of California administration's first act under collective bargaining has been to break a previous agreement with the University Federation of Librarians.

The agreement would have given all librarians--those covered by collective bargaining and librarians not covered--the same range adjustments for this year only, since the union was not certified until early July, after the new fiscal year had already begun. The range adjustments were 6 per-

cent, effective Jan. 1, 1984, and another 1 percent in April, 1984.

At a July 6 meeting, the administration made the agreement on range adjustments--admitting that there was simply no time left for librarians covered by collective bargaining to negotiate a contract before the start of the fiscal year.

Consequently, the administration offered two options which they felt would correct the problem: the union could wait until actual contract negotiations begin and bargain for everything including range adjustments then (probably the first of the year at the earliest); or the union could accept the same range adjustments librarians not covered by collective bargaining agreements were getting, for this year only. With the second choice, the union could modify the range adjustments during negotiations.

The union chose the latter--to ensure that librarians would not suffer even further from the endless lack of range adjustments over the past years.

But after working out the agreement, the university reneged and announced just the opposite in university publications on several campuses and then at a meeting with the union on Aug. 4. The administration said that without negotiations there would be no range adjustments for librarians--or any other U.C. employees--who are covered under collective bargaining.

During the meeting, the union reps pointed to the previous agreement and stated their wish to begin bargaining on a positive note. Still U.C. denied that there was an agreement; consequently the union is filing an unfair labor practice charge to bring the violation to the attention of the Public Employment Relations Board investigators and may seek additional court action to protect librarians and make the university respect its agreements.

"Maybe the university doesn't know it but times have changed," said UFL President Philip Hoehn. "The administration can no longer break agreements indiscriminately. We hope they realize this soon so from now on, our path through the bargaining process will be smooth and steady. We've known all along that the administration opposed collective bargaining, but in the light that bargaining is now here, their behavior seems childish, besides being illegal and unfair."

UFL Prepares to Bargain

In early preparation for collective bargaining negotiations, the University Federation of Librarians, AFT, held meetings in Los Angeles and Berkeley on July 23. At these regional meetings, campus representatives recommended that a nine-member Bargaining Committee be selected with one member from each campus and proportional voting. In turn, this committee will select a Bargaining Team to sit at the negotiating table. These recommendations, selection of Bargaining Committee reps, and approval of contract proposals will be completed at campus meetings to be held from July 25 to August 19. Check with campus contacts listed in this newsletter for time and place at your campus.

Timetable to Negotiations -

The following is a timetable to the bargaining table with key dates shown.

Aug 15-Aug 19	Bargaining Committee Selection
Aug 22-Sep 2	Proposals refined by Bargaining Committee
Sep 5-Sep 23	Proposals re-submitted to campuses
Sep 24	Proposals presented to University Council, AFT
Sep 26-Oct 7	Proposals finalized
Oct 10	Proposals submitted to University administration
Oct 10-Nov 7	Bargaining Team training
Nov 7	Negotiations begin

Campus Contacts

University Federation of Librarians, AFT

Berkeley: Phil Hoehn (*Map Room*), Charles Shain (*Environmental Design*), Betty Todd (*Bancroft*)

Riverside: Edna Bonacich (*Sociology Dept.*)

San Diego: Tom Dublin (*History Dept.*)

Davis: Jack Milton (*Mathematics Dept.*)

San Francisco: Justine Roberts (*Library*)

Irvine: Richard Juberg (*Mathematics Dept.*)

Santa Barbara: Laura Nanna (*Order Dept.*), Sally Wilson Weimer (*Reference Dept.*)

Los Angeles: Joyce Toscan (*Public Affairs Services*)

Santa Cruz: Frank Ramirez (*Stevenson College*)

Librarians' Survey Complete - Results to Guide Bargaining

To learn what librarians want in a contract, the University Federation of Librarians conducted a systemwide survey of librarians last May and June. The results which follow will guide the union's Bargaining Committee as it develops a comprehensive contract proposal to take to the negotiating table in the fall. For a complete tally of the survey results, write or call the union office.

([-] oppose, [0] neutral, [+] support)

Question	Percentage		
	[-]	[0]	[+]
Cost of living increases	5	6	89
Sabbatical leaves	9	9	82
Optional 9-month year	13	20	68
Preferential rehire system-wide	7	6	86
Cash payoff of sick leave	5	7	88
AUL and UL eval. by librarians	8	13	79
More leave for workshops and research	11	11	79
Increased travel funds	9	15	76
Transfers after consultation with affected librarian	9	8	82
Erase salary inequity	8	16	76
Increase employer contribution to health & dental	10	20	70

Decrease parking fees	23	10	67
Extend grievance procedure to University rules	7	16	77
Transfer with agreement of affected librarian	17	10	73

JOIN TODAY!

One of the best ways to ensure we get a good contract is to join the University Federation of Librarians. Return the membership application below. The stronger the UFL's membership base, the more clout we will have with the administration. Join today!

UNIVERSITY COUNCIL American Federation of Teachers The Union For Faculty, Academic And Professional Employees MEMBERSHIP APPLICATION

I wish to join the University Council-AFT, and authorize it to represent me in my employment relationship with the University of California in order to promote my economic and general welfare.

Name (Please print) _____

Campus _____ Dept. _____

Title _____

Mailing Address _____

City _____ Zip _____

Campus Phone _____ Home Phone _____

Signature _____ Date _____

You can either have your dues deducted automatically from your paycheck on a monthly basis or we will send a bill to your home address each quarter and you mail in your dues. Check which you prefer:

☐ a monthly payroll deduction (we will send you the UC payroll form to sign)

☐ a quarterly bill (provide your home address)

UC-AFT monthly dues are 1/10 percent of monthly gross salary; minimum dues are \$4 per month.

P.S.: Union Dues are tax deductible.

Please return this form to:

UNIVERSITY COUNCIL - AFT 122 Cypress, Santa Ana, CA 92701 714/542-0101